

THE BUILDING BLOCK

TRAINING CHAMPIONS

Over the past couple of years there has been a lot of talk about the accredited DFCM Maintenance Training Program. This program is the first of its kind, in that successful participants are rewarded for improving their knowledge and skill level relative to their positions. This program was developed and introduced by a team of DFCM employees in 1999. The team chose the maintenance section of DFCM for the pilot because of the linear progression of the job title and skills structure. The skills structure made it possible for the team to partner with the Salt Lake Community College (SLCC) to modify various apprenticeship programs already in place to meet our needs.

Our program requires students to attend eight semesters over a four year period. As students reach required milestones, they are entitled to an administrative salary adjustment. This program was fairly easy for SLCC to provide instruction for because the classes outlined in our program were offered in several of their trade's apprenticeship programs.

With the pilot program under our belts, we decided to move forward in the development of the second training program, one for the DFCM Grounds Maintenance section. After identifying the nec-

essary skills for the various grounds positions, we once again included the SLCC as a resource for the educational portion of the program. They presented us with a progressive course structure that was not entirely in place at that time, but they did commit to having it available when our employees needed it.

As it turned out, our employees were a bit more aggressive at completing the courses than the SLCC was about organizing them! Very soon we had a class full of students waiting on course curriculum and instructors. It was very clear that if we wanted the program to succeed, the task of developing and providing the necessary curriculum, course materials, and instructors was on our shoulders. This is where the true Champions stepped up to the plate; our very own Dave Olsen, Ron Stoss, and Rich Chaffee! These individuals, who already do an incredible job every day in keeping the grounds maintenance equipment up and running, taking care of the grounds and snow removal, and managing the DFCM grounds program, were willing to be instructors for these courses. After reviewing their skills, we found that they met all of the necessary criteria as contract instructors in the Utah Apprenticeship Educational Program offering instruction in Small Engine Repair and Maintenance, Landscape, Water Conservation

and Electrical Principles, and Pest Control and Management.

Dave Olson developed all course material and instructed the Small Engine Repair and Maintenance class. Ron Stoss and Rich Chaffee developed all course material and instructed the Landscape, Water Conservation and Electrical Principles classes. Rich Chaffee is currently preparing to instruct the Pest Control and Management course as outlined and regulated by the Department of Agriculture.

These employees were willing to devote their personal time after working all day here, to preparing the courses and instructing the classes. They have done an excellent job, and because they were willing to step up to the plate, the Grounds Apprenticeship Program was actually able to progress, making training and education available to those interested in our Division.

The dedication and hard work of Dave, Ron, and Rich is what makes DFCM a leader in managing and maintaining the assets of the Great State of Utah. They showed they were willing to devote their skills, talents, and time, to the betterment of our Division. We are indeed grateful to these Training Champions.

Thanks to Ricy Jones for contributing to this article!



DFCM Employees Recognized at the Semi Annual Division Meeting

Annette Julander was acknowledged for her efforts in entering all of the financial information for all of the leases into Facility Focus, as well as assisting in making this information available on-line to the Real Estate group and all of the agencies we work with. This entailed many hours of calculations and data entry in order to ensure that the correct fiscal year information was available.

Jared Lecheminant and **Mike Frost** received an award for going beyond the call of duty on the Farmington Courts and Farmington Drivers License paving projects. They not only worked extra hours at the beginning and end of their normal work day, but they also spent a full day working in the rain so as not to delay the contractor. These efforts minimized the vehicle and pedestrian access to both projects during construction. A cost savings of \$3,000 to \$6,000 were realized by the work they did on the landscaping and sprinkler lines. Those dollars were then put towards the paving projects. Jared and Mike handled the unforeseen problems that arose with a great attitude and added value to the over all projects.

When assigned to complete a joint task with a co-worker, **Jean Draper** accomplished her portion and then immediately began working on her co-workers portion of the assignment. This is just one of many examples of the unselfish work ethic that Jean has continued to demonstrate. Jean's willingness to go the extra mile allows projects to be completed in an efficient and timely manner.

During this past quarter, **Rich Chaffee** has taken on additional responsibilities of not only managing the grounds operation of the Capitol Hill area, but also overseeing the statewide functions. This has happened at a time when we are shutting down the greenhouse operation for the first time in many years. He also worked with the other grounds supervisors in developing a planting list for each location that DFCM manages, as well as working with Purchasing on the new contracts for the spring. His excellent communication skills and organization has made the Capitol Hill group more productive than in the past and we expect to see the same results in the other groups as he continues to develop in his position.

DFCM recognized **Chad Browning** and **Mike Morrison** for their efforts on repairs and replacement of two pumps located in the retention vaults at the Heber Wells Building. They both took care of removing the old pumps twenty feet below grade and set up the new pumps for service to drain retention vaults. Their work to date has saved the state over \$4,000.

Matthias Mueller was asked to take over many open contracts with the National Guard when the prior Program Director handling these projects terminated his employment with DFCM. This was supposed to be a temporary assignment that has turned in to a full time responsibility. There were over twenty different projects that Matthias reduced significantly as he successfully completed the projects and closed the contracts.

S'ean Crawford was recognized for keeping CAD services functioning at an excellent level while being short staffed. S'ean continued to meet deadlines for the Real Estate group and Program Directors, while providing the best possible product to the Architects, Engineers and Contractors.

Dave McKay was asked to take over a project on the Business building at the University of Utah when the prior Program Director handling this project terminated his employment with DFCM. The work was nearly completed but the University was very unhappy with a few items and filed a million dollar law suit. Dave spent many hours getting up to speed on the project, and with great skill, he worked with the groups in formal meetings and behind the scenes to resolve a very difficult issue. This was done to the satisfaction of all groups involved. Dave deserves well earned recognition for his efforts put forth on this project.

Congratulations to all of you!!!



DFCM Employees receive recognition for years of service

Five Year Recipients

**Dan Clark
Kevin Healey
Kathy Baker
Doug Palmer
Jeff Peterson
Bonita Jones
Dean Slack
Jared Lecheminant
Vic Middleton
Laura Wall
Jean Draper**

10 Year Recipients

Dave Gunter

15 Year Recipients

**Priscilla Anderson
Kevin O'Brien
Roger Faris**

20 Year Recipients

**Ron White
Brian Hall
Dave Williams**

25 Year Recipients

**Joe Ligor
Chris Herrmenn
Curtis Mauck**

Semi-Annual Outstanding Employee for 2002

Scott Whitney was nominated for his undaunted drive to improve and for his great attitude and work ethic. His willingness to improve has made the Downtown Complex run more smoothly. Through his experience and knowledge, he has provided the crew with training and direction, enabling them to identify and solve problems. Scott has also taken the lead in programming

CSI/Staefa at various buildings and made sure that climate controls were working properly.

Scott's efforts have been noted by the Energy Office while reviewing the energy consumption at the DWS Administrative Building. Scott had made adjustments to the air dampers and set up an optimization schedule. Because of his initiative and dedication, money has been saved.

Scott's passion for his job and

commitment to the mission of DFCM is inspiring. His dedication is appreciated as well as his concern for the operation and management of the Downtown Complex. These are only a few of the reasons why Scott is so deserving of being recognized as the Outstanding Employee.

Congratulations Scott!





Congratulations to Debbie Ebert for guessing the spotlight form last month's newsletter. The spotlight from December was Joyce Grygla

GUESS WHO

Hobbies: Snow skiing, boating, past golf enthusiast

Hero: My Dad

Favorite Color: Purple

Favorite Food: Chinese

Favorite Song: "Burn Down the Mission" by Elton John

Favorite Movie: Indiana Jones

Favorite Team: Minnesota Vikings

Favorite Sport: Snow skiing

Least Favorite Food: Calamari

Favorite TV Show: CSI

Favorite Actor/Actress: Harrison Ford/Meg Ryan

Favorite Holiday: Thanksgiving

Notable Achievement: Having three kids

DIVISION UPDATES

Maintenance Worker. Welcome!

or you will lose it. You can check your Comp balances on your pay stub.

WELCOME:

Andy Shaw has joined the crew at the Courts Complex. Welcome Andy and good luck in your new position.

DFCM would like to welcome back **Jimmy Klarr**. Jimmy has re-joined the crew at the Redwood Road Complex.

The Downtown Complex has a new employee. **Mark Harris** has been hired as General

Congratulations:

Jared Lecheminant has accepted a new position as a General Maintenance Worker. He will still be working at the Ogden Regional Center.

REMINDERS:

All Exempt employees need to use their Comp time up by the fifth pay period of the new year



Contributions from staff are always welcome!

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